

Subject: Recruitment Efforts
Related Department: HRD

FY 2027 Proposed Budget
Budget Work Session Follow-up

4/10/2026

The following information is provided in response to a request made by Mr. Spain at the work session on March 26, 2026, regarding the following question:

Please provide analytics for:

- *Job Announcement*
- *Postings to the timing of New Hires*
- *Fellowships and Internships*

Job Announcement Postings to the timing of New Hires

The Human Resources Department returns 90% of certification lists to the departments within 14 days. The table below provides details on the number of applications and the time to fill the positions for FY 2025 and FY 2026 to date. The balance of the time shown above 14 days (in most cases) is at the departmental level.

Fiscal Year	Applications Received	Time to Fill
FY 2025	37,553	135 days
FY 2026 YTD	28,377	90 days

Fellowships and Internships

The County does not currently have a fellowship program.

The County's internship program seeks bright, highly motivated individuals for a variety of positions across the County. These positions offer a career opportunity to qualified individuals with little or no previous professional work experience to help them prepare for a career in a variety of fields of work.

Additional information can be found online at <https://www.arlingtonva.us/Government/Careers/5-Internships>

The County hires approximately 30 interns per year for a two-year program; the two-year program has been in place for approximately 12 years.